

ODEI “Lowdown” – The True Facts or Relevant Information



SUBJECT: Coverage

APPLICABILITY: Applicants for, or employees in, Title 5 and Title 32 Technician status

Coverage

An employer must have a certain number of employees to be covered by the laws the EEOC enforces. This number varies depending on the type of employer (for example, whether the employer is a private company, a state or local government agency, a federal agency, an employment agency, or a labor union) and the kind of discrimination alleged (for example, discrimination based on a person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information).

Coverage of Federal Government Agencies

If you are a federal employee or job applicant, the law protects you from discrimination on the bases of race, color, religion, sex (including sexual orientation, gender identity, or pregnancy), national origin, older age (beginning at age 40), disability, or genetic information (including family medical history). It doesn't matter how many employees the agency has because all federal agencies are covered.

Federal employees and applicants have a different complaint process from other employees.

If an employer has the required number of employees, you are protected by the anti-discrimination laws if you are:

An employee

A job applicant

A former employee

An applicant or participant in a training or apprenticeship program

Age or Disability & Coverage

If your complaint involves discrimination because of your age or disability, you must meet other requirements in order to be covered.

Overseas & Coverage

American workers employed by U.S. companies overseas enjoy the same broad protections as workers in the U.S. That means protection under the anti-discrimination laws travels with the employee, so long as the employee is a U.S. citizen working for a U.S. company.

Deciding Who Is Covered

People who are not employed by the employer, such as independent contractors, are not covered by the anti-discrimination laws. Figuring out whether or not a person is an employee of an organization (as opposed to a contractor, for example) is complicated. If you aren't sure whether you are covered, you should contact one of our field offices as soon as possible so we can make that decision.

SCNG ODEI Contact Information

If you are a Federal Employee or job applicant and believe you have been subjected to unlawful discrimination, harassment or retaliation on the basis of **race, color, religion, national origin, genetic information, sex, (including pregnancy, gender identity, sexual orientation), age (40 and over), or disability, contact the Office of Diversity, Equity, and Inclusion.**

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